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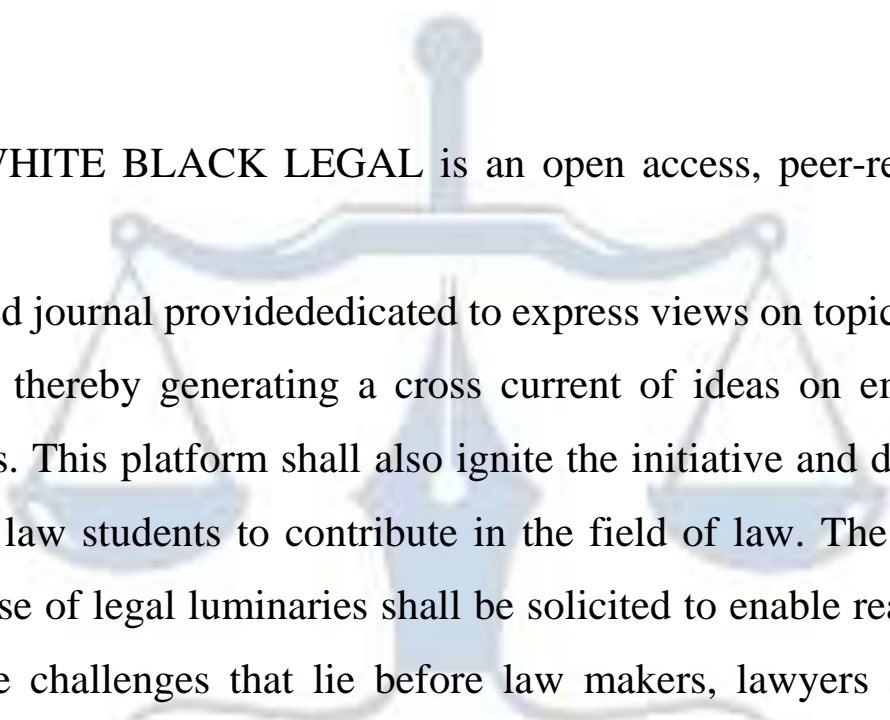


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WHITE BLACK LEGAL is an open access, peer-reviewed and refereed journal providededicated to express views on topical legal issues, thereby generating a cross current of ideas on emerging matters. This platform shall also ignite the initiative and desire of young law students to contribute in the field of law. The erudite response of legal luminaries shall be solicited to enable readers to explore challenges that lie before law makers, lawyers and the society at large, in the event of the ever changing social, economic and technological scenario.

With this thought, we hereby present to you

AN EMPIRICAL STUDY ON CONSTITUTIONAL PROTECTION ON CIVIL SERVANTS WITH SPECIAL REFERENCE TO INDIA

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ABSTRACT

Civil Servants are taken into consideration because of the spine of the management. In order to ensure the development of the use of a it's far more important to bolster the management via means of shielding civil servants from political and private influence. So provisions were protected withinside the Constitution of India to defend the hobby of civil servants in conjunction with the safety of country wide protection and public hobby. Part XIV of the Constitution of India offers Services beneath The Union and The State. Article 309 empowers the Parliament and the State legislature to modify the recruitment, and situations of providers of individuals appointed, to public offerings and posts in reference to the affairs of the Union or of any State respectively. Article 310 of the Constitution of India carries the English doctrine of pride via way of means of genuinely declaring that everybody who's a member of a defence provider or of a civil provider of the Union or of an all India provider or holds any put up linked with defence or any civil put up beneath neath the Union, holds workplace at some point of the pride of the President, and everybody who's a member of a civil provider of a State or holds any civil put up beneath neath a State holds workplace at some point of the pride of the Governor of the State.

KEYWORDS: Civil servants remedies, constitutional protection, civil servants appointments, civil servants pension.

INTRODUCTION

Articles 309 to 323 of the Constitution make elaborate arrangements for the Central and State administrations. The Civil worker is irreplaceable to the administration of the country in the cutting edge regulatory age. Pastors outline approaches and councils institute regulations, yet the errand of productively and actually executing these strategies and regulations falls on the government employees. The concept of civil service, an impartial bureaucracy, has its roots in ancient civilizations like China and Rome. In modern times, the British colonial era significantly influenced the development of civil services in India. The Indian Civil Service (ICS) was established to administer the vast and diverse Indian subcontinent. Post-independence, India adopted a parliamentary democracy and a strong civil service to implement government policies. The Constitution of India provides for a robust framework to protect the rights and privileges of civil servants. The organization along these lines helps the political leader in the administration of the country. The Indian government has taken several initiatives to strengthen the civil service and protect its members: **All India Services:** These services, such as the Indian Administrative Service (IAS), Indian Police Service (IPS), and Indian Forest Service (IFS), are recruited through a rigorous competitive examination. **Central Civil Services:** These services are recruited through various examinations conducted by the Union Public Service Commission (UPSC). **State Civil Services:** These services are recruited by state public service commissions. **Civil Services Rules:** These rules govern the conduct, discipline, and service conditions of civil servants. **Central Vigilance Commission (CVC):** This independent body monitors vigilance and anti-corruption activities in the government. **Central Administrative Tribunal (CAT):** This tribunal adjudicates disputes and grievances of civil servants. The assistance statute in India is somewhat complicated, interlaced for what it's worth with regulation, rules, bearings, rehearses, legal choices and with standards of Administrative Law, Constitutional Law, Fundamental Rights and Natural Justice. Several factors can affect the protection and well-being of civil servants: **Political Interference:** Political interference can undermine the neutrality and impartiality of civil servants. **Corruption:** Corruption can erode public trust in the civil service and lead to unethical practices. **Work Pressure and Stress:** Excessive workload and stress can adversely affect the mental and physical health of civil servants. **Lack of Training and Development:** Inadequate training and development opportunities can hinder the professional growth of civil servants. The job of the courts in this space is critical as they try to draw a harmony between the twin requirements of the common help, viz. the need to keep up with discipline in the positions of

the government workers and the need to guarantee that the disciplinary specialists practice their powers appropriately and fairly. **Digital Transformation:** The increasing use of technology in governance has implications for the role and responsibilities of civil servants. **Public Service Delivery Reforms:** Governments are focusing on improving the efficiency and effectiveness of public service delivery. **Accountability and Transparency:** There is a growing emphasis on accountability and transparency in government. **Diversity and Inclusion:** Efforts are being made to promote diversity and inclusion in the civil service. The term government employee incorporates individuals from a common assistance of the Middle or a State, or of an all-India administration, or every one of the people who hold common posts under the Middle or a State. A common post signifies an arrangement or office on the common side and incorporates all faculty utilized in the common organisation of the Association or a State. The protection and rights of civil servants vary across countries. Some countries have strong civil service systems with robust legal frameworks, while others have weaker systems with limited protections. **United Kingdom:** Known for its strong civil service tradition and impartial bureaucracy. **United States:** While the US doesn't have a unified civil service, it provides significant protections for federal employees. **Canada:** A federal system with a strong civil service, influenced by both British and American traditions. **Australia:** A country with a well-established public service system. **Singapore:** Renowned for its efficient and corruption-free civil service. None of these elements might be convincing and no single component might be viewed as significant. The term civil servant does not include a member of a defence service, or even a civilian employee in defence service who is paid salary out of the estimates of the Ministry of Defence.

OBJECTIVES

- To study the impact of constitutional protection to civil servants
- To know about the civil servants pension
- To know about the remedies available to the civil servants
- To analyse the civil servants appointments in India

LITERATURE REVIEW

(Willis, John.1968) The McRuer Report: Lawyers' Values and Civil Servants' Values. The author analyzed that principle of separation of powers dictated that judicial decisions should usually be made by courts, departments and the author concluded that The lawyers, especially

the academics, did remarkably little thinking and writing about law and government, and the only significant thinking that was done, and the only challenge to the ideals. **(Nou, Jennifer. 2019)**Civil servant disobedience The author analysed that Bureaucratic resistance is a historically unexceptional feature of the administrative state. The author concluded that phenomenon of civil servant disobedience conceptually and began an exploration into its normative implications. **(Rohr, John A., and Ralph Clark Chandler1984.)** "Civil servants and second-class citizens." Public Administration Review The author analysed that it becomes almost an ideal of attaining a moral administrative community after prolonged failed endeavours of raising a political community. and the author concluded that administrative executives have come to sharp resistance. Serving the public interest, customer-driven, benevolent political neutrality, and organizational humanism are increasingly contemplated. **(Sherman, Edward H.)**"Loyalty and the Civil Servant." **Rocky Mntn. L. Rev. 20 (1947):** 381. The author analysed that civil service has undergone what amounts to a perpetual revolution (Bogdanor 2003) as both Conservative and the author concluded that Labour politicians have sought to make it more responsive and effective in the delivery of their programmes. **(Vukovic, Igor 2)** The author analysed that the role of a whistle-blower is most commonly taken on by an employee, whose duty of loyalty to the employer is in conflict with disclosure of the employer's wrongdoing and The author concluded requires a balance between the interests of the parties to the employment relationship, on the one hand, and the public interest.**(Kagiaros, Dimitrios.)** Reassessing the framework for the protection of civil servant whistleblowers in the European Court of human rights. The author analysed that the The European Court of Human Rights has included civil servant whistleblowers in the protective ambit of Article 10 of the European Convention on Human Rights and concluded that how the ECtHR can adopt a more principled approach to proportionality in whistleblowing cases. Chandran, Subramaniam "Civil Servants and Code of Conduct in India" the author analysed Searching for compatibility between ethics and law in the terrain of human subjectivity is a perennial problem seen in the public sphere of democracy and concluded that Constitutional provisions and code of conduct reflect inadequate schemes of accountability. **(Stafford Matthew)**"the executive civil servants' training system of the United states." The author analysed constitutional provisions and the code of conduct pertaining to higher civil service, the Indian Administrative Service in relation to problems of ethics and concluded accountability and raising standards in India. **(Ridley, F. F.)** "The Legal Protection of Civil Servants' Rights in Britain." The author analysed the influence of two types of signalling on the career success of civil servants in the federal ministerial bureaucracy of Germany and

concluded that both political craft and administrative management competencies. **(Amerasinghe, C. F.)**"Human Rights, Basic Rights and the Protection of International Civil Servants" The author analysed that relationship between the merit principle and politicization in the German federal bureaucracy and concluded that differences between state secretaries and directors-general are evident. **(Kvistad, Gregg O.)** "Radicals and the state" The author analysed that The civil servants are accountable to both political-executive and citizens for ensuring transparency and the author honest policy implementation of the civil servants in the world. **(Singh, Vishwanath)**. The dynamics of constitutional protection to civil servants in India means there is a need to establish an effective institution (Ombudsman) for the efficient working of the administration and that focuses on the accountability of the civil servants under the Indian laws. **(Agpalo, Ruben E.)** "The Extent and Limit of Political Activities of Philippine Civil Servants the author analysed the most important part deals with the mechanisms to control the civil servants so as to prevent the abuse of power and concluded that Lokpal has provided effective implementation of all mechanisms. **(Parida, Niranjan.)**"The role and importance of civil servants in India socio legal study the author analysed that test of good governance lies in the effective implementation of it's policies and programmes for the attainment of set goals and concluded that perspective transparency and accountability become invaluable components of good governance as well as of good administration. **(Junior, Ratemo Tom.)** "Enforcement of Civil Servants' Human Rights the author analysed that Transparency makes sure that people know exactly what is going on and what is the rationale of the decisions taken by the Government or its functionaries at different levels and concluded that Minister of a department has to depend on the advice of the civil servants. **(Matheson, Alex, et al)**. "Study on the political involvement in senior the author analysed that Determination of policy is the function of ministers and once a policy is determined it is the unquestioned and unquestionable business of the civil servant to strive to carry out and the author concluded that all work requiring knowledge and experience is performed by civil servants. **(Gahlawat, Ekta.)** "Accountability of Civil Servants under Indian Laws the author analysed that axiomatic and will never be in dispute. At the same time it is the traditional duty of civil servants to make decisions and conclude that civil servants of the department who prepare answers which the minister has to give in Parliament. **(Drinoczi, Tímea.)** "The decision of the Hungarian Constitutional Court about the form of the oath of the civil servants.the author analysed that civil service has undergone what amounts to a perpetual revolution **(Bogdanor 2003)** as both Conservative and concluded Labour politicians have sought to make it more responsive and effective in the delivery of their programmes. **(Parida, Niranjan.)** "Dynamics of Judicial Analysis Relating to

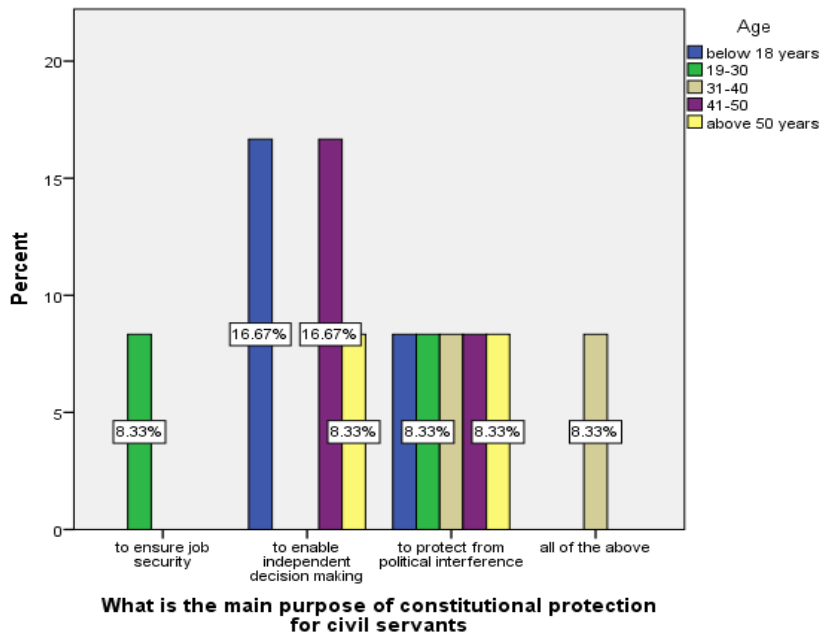
Civil Servants Accountability for Good Governance." The author analysed that period of unrelenting reform is set to continue as the Conservative-Liberal Democratic coalition aims to reduce the financial deficit by cutting public spending and concluded that Currently, there are approximately half a million civil servants, with numbers in administrative, that is support and front line services. "Civil servants and politicians. the author analysed that most senior civil servants have, since 198(Woodhouse, Diana), also been Cabinet Secretary, the title by which he (and so far they have all been men) is usually known. In this capacity, he advises the prime minister and concludes the Cabinet on issues of policy, as well as on conventions, precedents, powers and limitations of ministerial office.

METHODOLOGY

The research method followed here is empirical research. A total of 200 samples have been taken out of which is taken through convenient sampling. The sampling frame taken in and around Chennai. This empirical research has both dependent and independent variables. The independent variables are age groups, gender, educational qualifications, occupation and place of residence. The dependent variables are what are the main purpose of constitutional protection for civil servants, the requirement of prior enquiry before dismissal helps maintain administrative efficiency, have civil servants, misuse constitutional protection to avoid accountability, The statistical tools used were cluster bar graph using spss software.

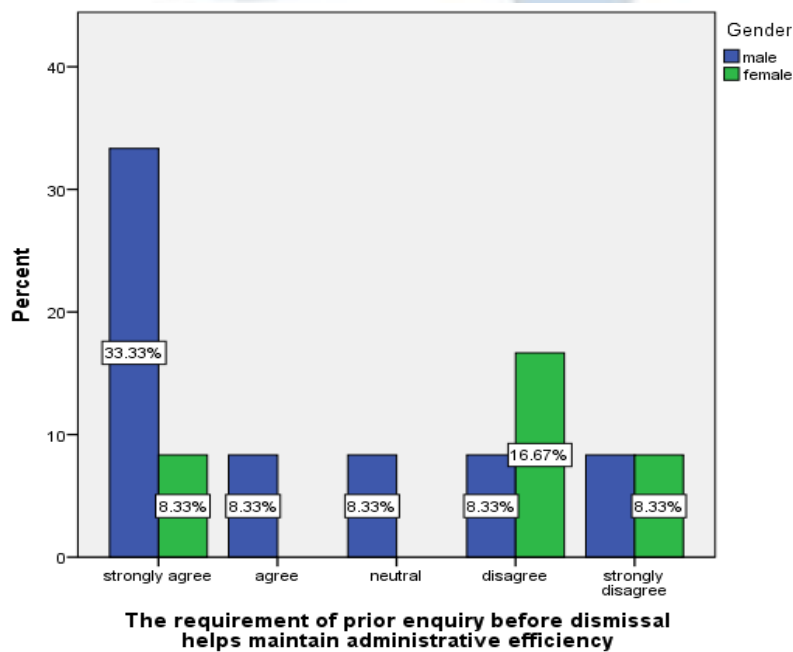
GRAPHICAL REPRESENTATION

Figure 1



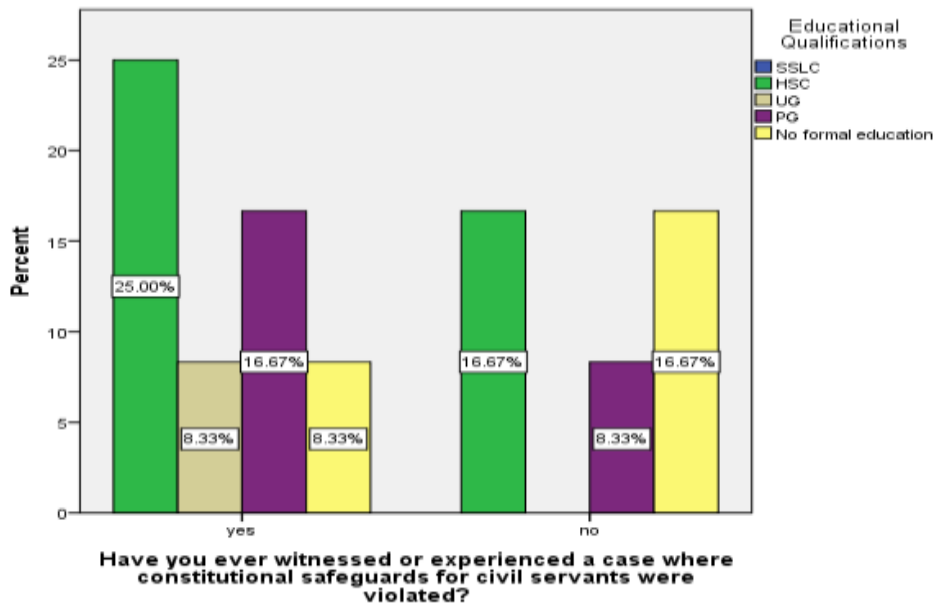
Legend: This figure shows the main purpose of constitutional protection for civil servants and age of the respondents.

Figure 2



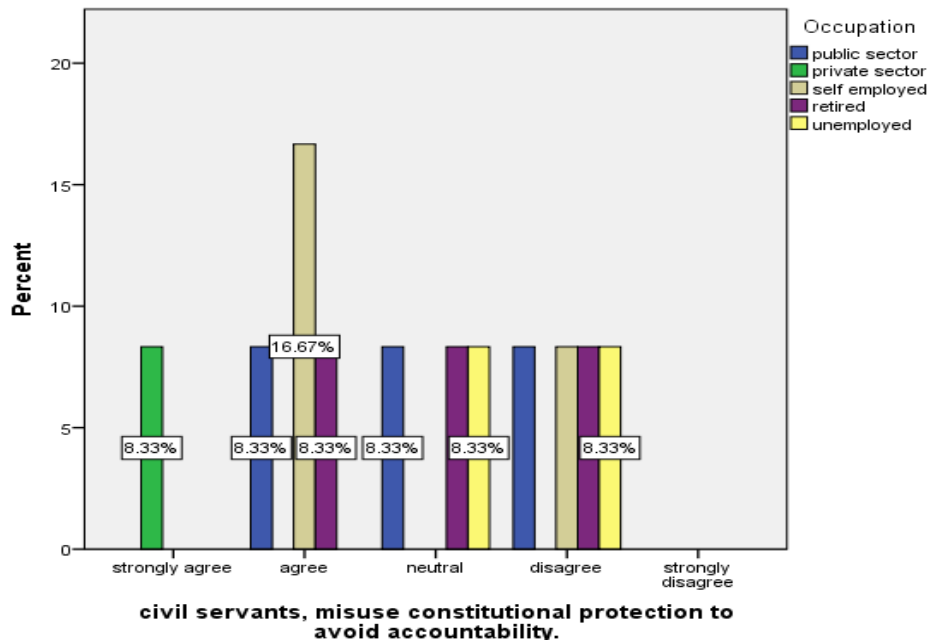
Legend: This figure represents the requirement of prior enquiry before dismissal helps maintain administrative efficiency and gender of respondents.

Figure 3



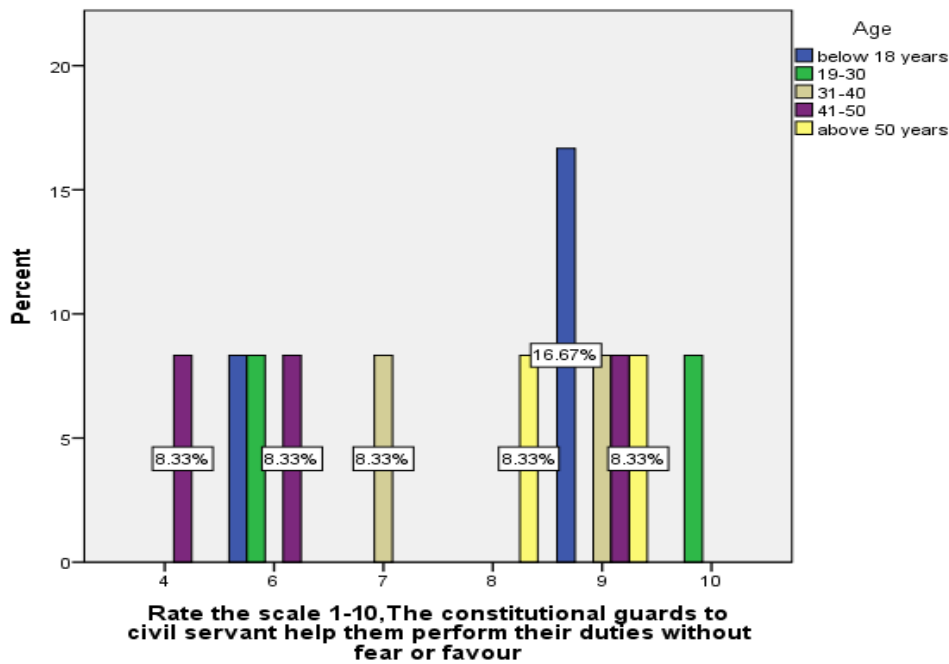
Legend: This figure represents that have you ever witnessed or experienced a case where constitutional safeguards for civil servants were violated and educational qualifications of the respondents.

Figure 4



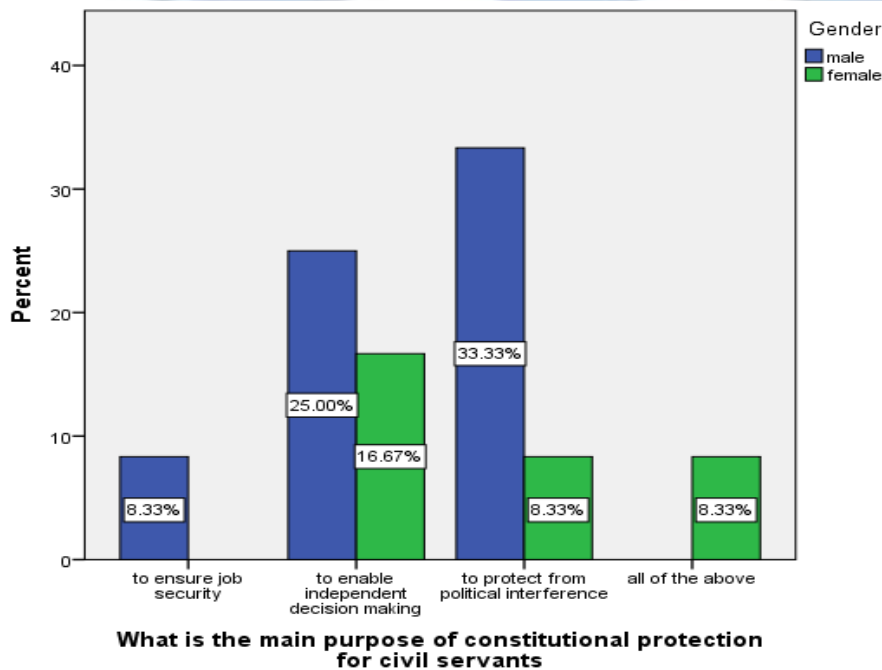
Legend: This figure represents the civil servants, who misuse constitutional protection to avoid accountability and occupation of the respondents.

Figure 5



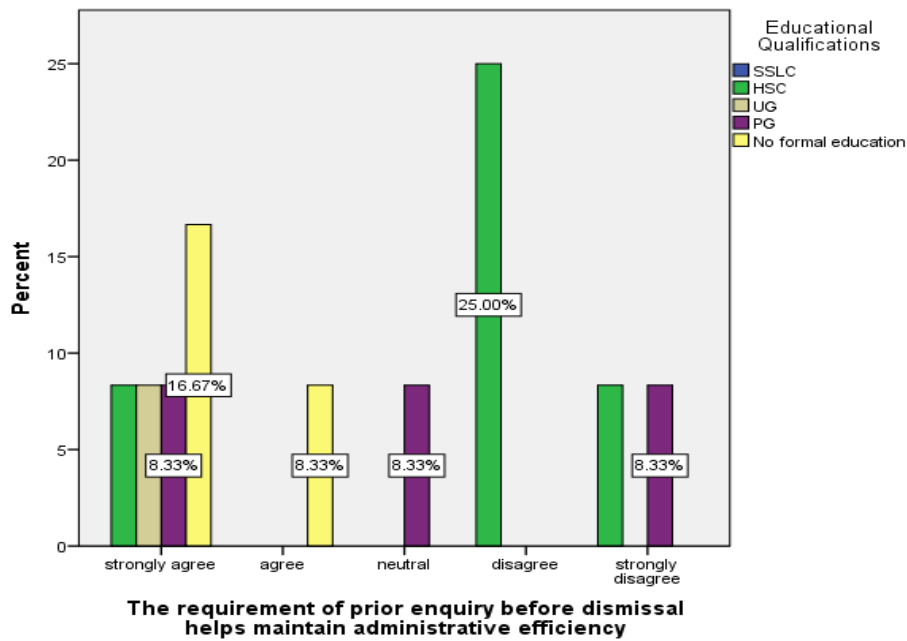
Legend : This figure represents the constitutional guards to civil servant help them perform their duties without fear or favour and age of the respondents

Figure 6



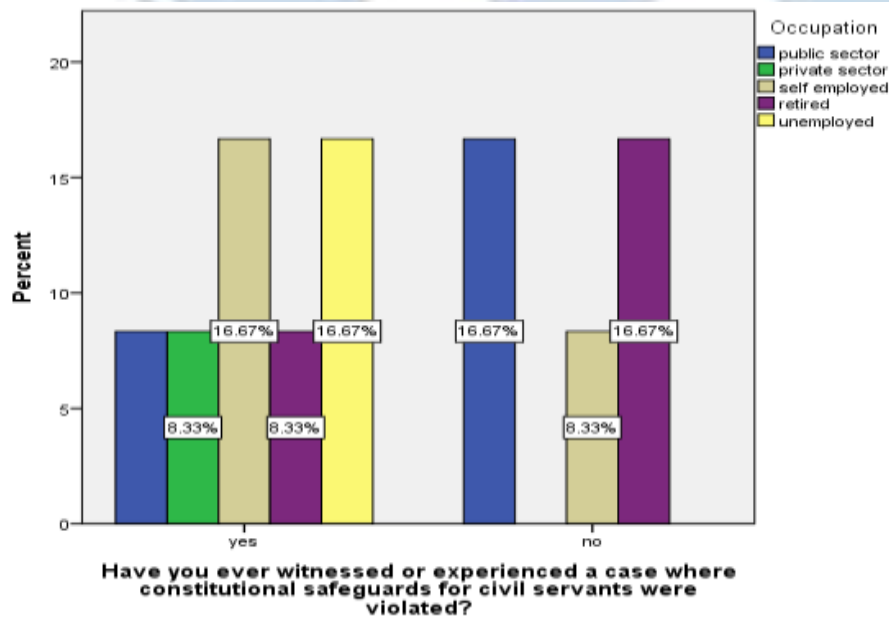
Legend: This figure represents the main purpose of constitutional protection for civil servants and gender of respondents.

Figure 7



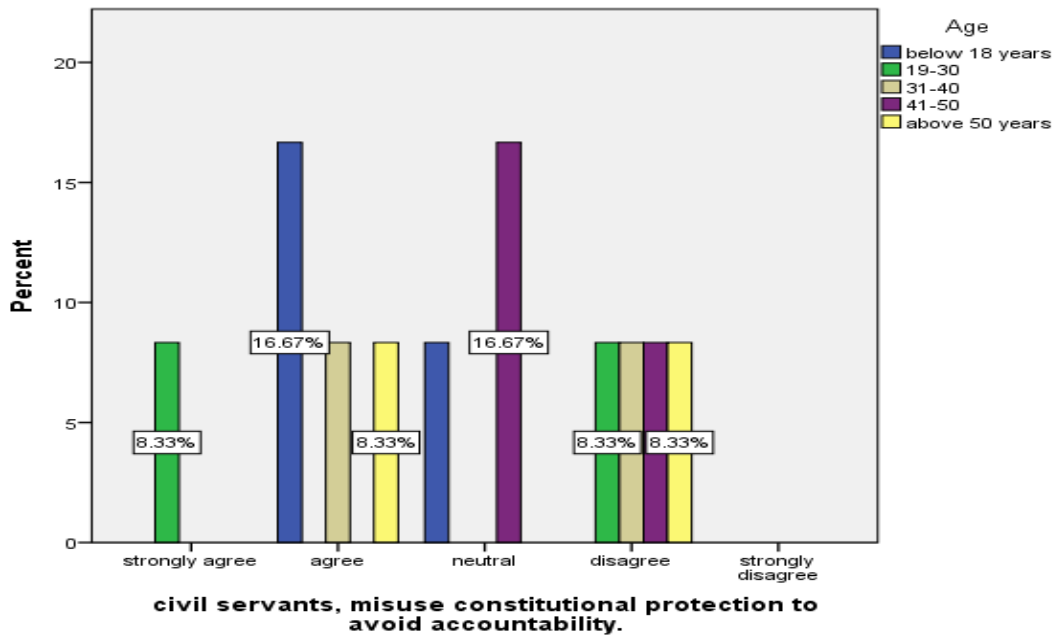
Legend: This figure represents the requirement of prior enquiry before dismissal helps maintain administrative efficiency and educational qualification of respondents.

Figure 8



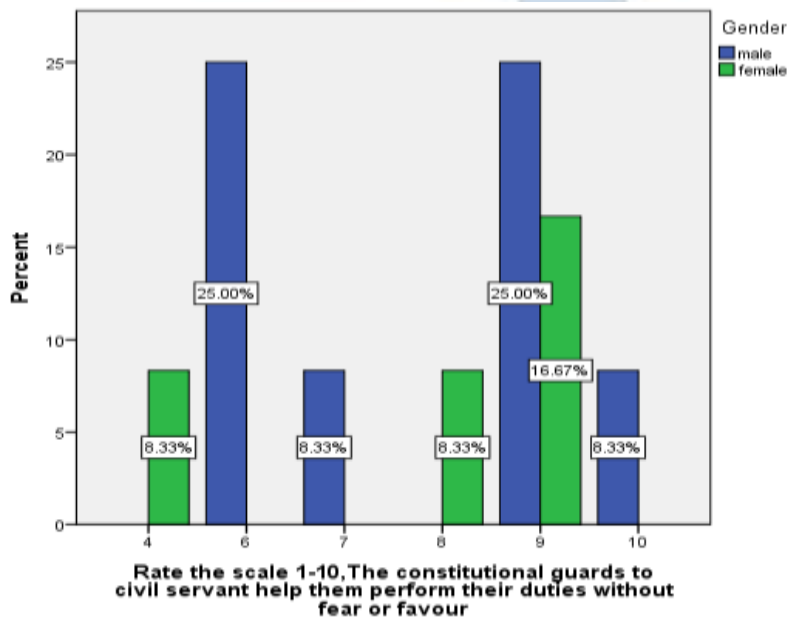
Legend: This figure represents that have you ever witnessed or experienced a case where constitutional safeguards for civil servants were violated and occupation of the respondents.

Figure 9



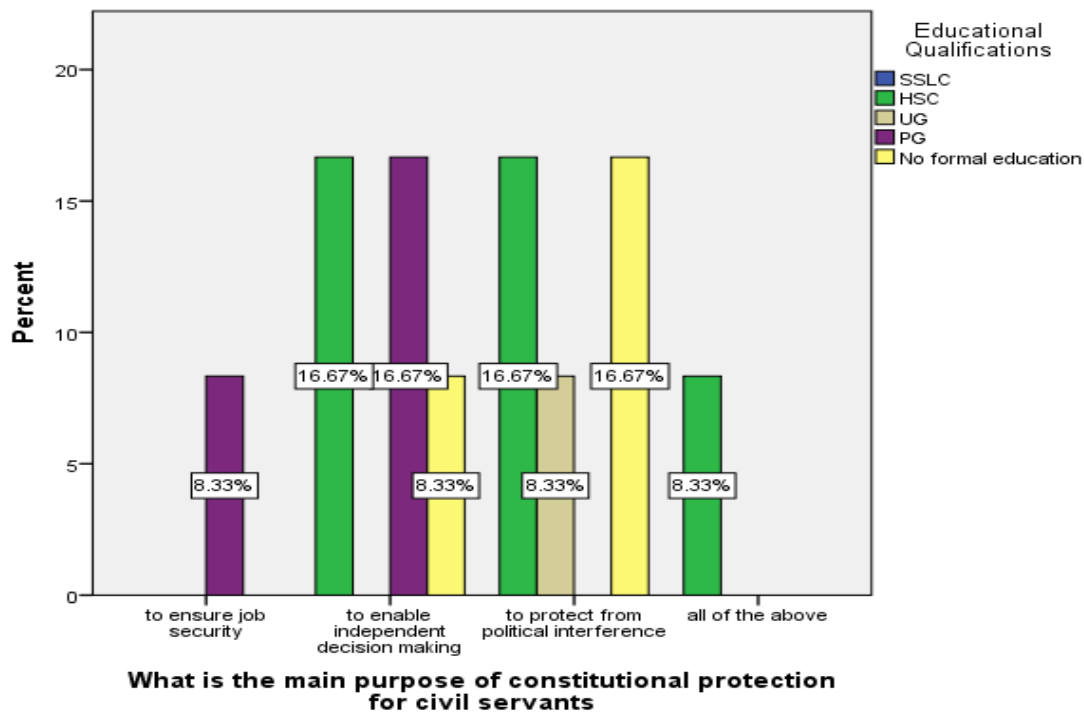
Legend: This figure represents the civil servants, who misuse constitutional protection to avoid accountability and occupation of the respondents.

Figure 10



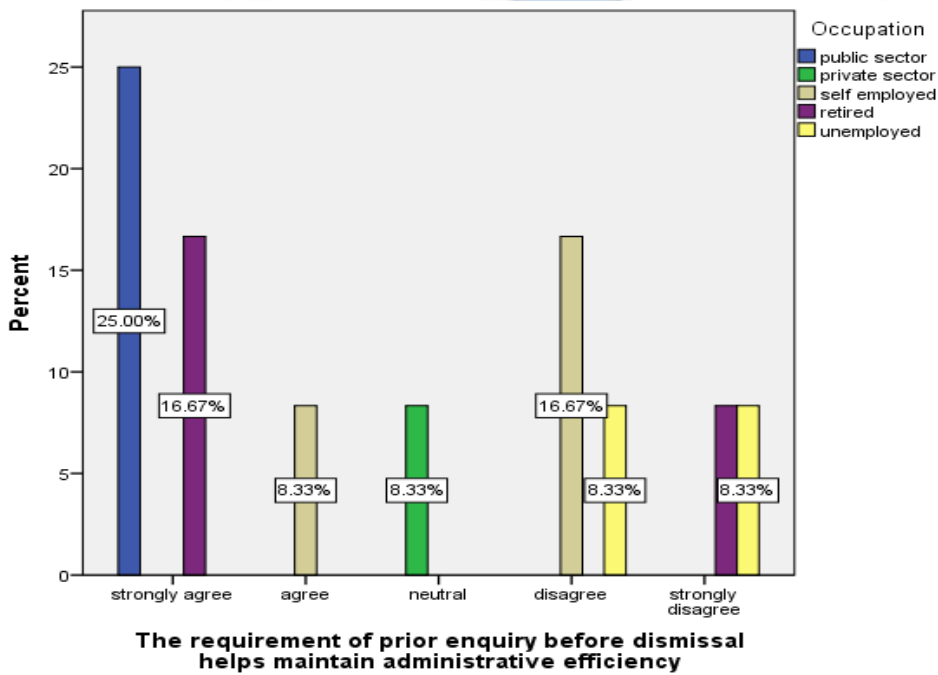
Legend: This figure represents the constitutional guards to civil servant help them perform their duties without fear or favour and gender of the respondents

Figure 11



Legend: This figure represents the main purpose of constitutional protection for civil servants and educational qualification of respondents.

Figure 12



Legend: This figure represents the requirement of prior enquiry before dismissal helps maintain administrative efficiency and occupation of respondents.

RESULTS

Figure 1 graph shows that 41-50 and below 18 years opted to enable independent decision making at 16.67%. **Figure 2** graph shows that most of the respondents are male opted strongly agree at 33.33% and female adopted disagree at 16.67%, **Figure 3** most of the respondents are hsc students opted yes at 25% and pg students opted no at 8.33% **Figure 4** graph shows that self employed respondents are high agree with it at 16.67% and private sector respondents are low opted strongly agree at 8.33%. **Figure 5** the Education qualification of UG, most of the people say that they know about constitutional protection for civil servants 9/10 at 16.67% and 6/10 at 8.33%. **Figure 6** in the education qualification of UG, most of the people strongly agree that civil servants get pension to protect from political interference at 33.33% and 8.33%. **Figure 7** the education qualification of UG, most of the people rated 3 out of 5 that the Indian constitution protects civil servants at disagree at 25% and agree at 8.33% **Figure 8** in the education qualification of UG, most of the people say civil servants have remedies under the Indian Constitution opted yes at 16.67% and no 8.33% .**Figure 9** in the education. qualification of UG, most of the people say that the President appoints civil servants in India opted neutral at 16.67% and no one said strongly disagree. **Figure 10** most of the people strongly agree that civil servants get pension both opted to enable independent decision making at 16.67%. **Figure 11** most of the people rated 9 out of 10 at 25% and 7 out of 10 at 8.33% that the Indian constitution protects civil servants. **Figure 12** graph shows that most of the respondents are male opted strongly agree at 33.33% and female adopted disagree at 16.67%,

DISCUSSION

Figure 1 varies across different age groups, with younger respondents showing different understanding compared to older groups and Age influences perception of civil service protection, suggesting generational differences. **Figure 2** Across different age groups and genders, respondents generally recognize the importance of constitutional protection for civil servants, Suggests broad understanding of the need to protect civil servants from arbitrary actions. **Figure 3** Most respondents agree that prior enquiry helps maintain administrative efficiency, Variations observed across educational qualifications and occupations and Indicates support for due process in civil service disciplinary actions. **Figure 4** Investigates how different occupational groups view potential misuse of constitutional protections. Suggests varying perspectives on accountability across professional sectors. Reveals potential biases or insights from different professional backgrounds. **Figure 5** Respondents from different educational

backgrounds and occupations have varying experiences with constitutional safeguard violations and it suggests potential inconsistencies in implementation of protection mechanisms. **Figure 6** Examines gender-based perspectives on the fundamental purpose of constitutional protections. Indicates potential differences in understanding civil service protections and it reveals insights into gender perspectives on administrative safeguards it suggests potential variations in perception across gender lines. **Figure 7** Some respondents believe civil servants might misuse constitutional protections to avoid accountability, perspectives vary across occupational groups and educational levels and it highlights the complex balance between protection and accountability. **Figure 8** Explores how educational background influences views on administrative efficiency. Indicates potential correlation between education and understanding of due process and it reveals insights into how different educational levels perceive bureaucratic procedures. It suggests varying perspectives on administrative accountability. **Figure 9** Majority view constitutional guards as enabling civil servants to perform duties without fear or favour it has Consistent across gender and age groups and Reinforces the fundamental purpose of constitutional protections. **Figure 10** Examines gender-based perspectives on constitutional protections enabling fearless performance Reveals insights into gender perceptions of administrative autonomy And it Suggests potential differences in understanding of civil service independence it Indicates variations in perception of constitutional safeguards across genders. **Figure 11** Educational qualifications seem to influence perspectives on constitutional protection. It demonstrates the nuanced understanding of civil service protections across different demographic segments. **Figure 12** Analyses occupational perspectives on the importance of prior enquiry, Reveals how different professional backgrounds view administrative procedures, Suggests variations in understanding of bureaucratic accountability, Highlights the complexity of administrative efficiency across occupational groups

LIMITATIONS

The major limitation of the study is the sample frame. The samples were collected through online mode. Articles 309 to 323 of the Constitution make elaborate arrangements for the Central and State administrations. The Civil worker is irreplaceable to the administration of the country in the cutting edge regulatory age.

SUGGESTION

The purpose underlying these safeguards is to ensure a certain amount of security to a civil servant which is also required. Article 311(2) imposes a limitation on the power of the President or the Governor to determine the tenure of a civil servant by exercise of pleasure, as also the power of the authorities on whom the power to impose penalty of removal, dismissal and reduction in rank might be conferred by the law made under Article 309.

CONCLUSION

The Constitution of India via Article 311 protects and safeguards the rights of civil servants in Government careers in opposition to arbitrary dismissal, elimination and discount in rank. Such safety permits the civil servants to discharge their features boldly, efficiently and effectively. The motive underlying those safeguards is to ensure a certain quantity of protection to a civil servant which is likewise required. Article 311(2) imposes a hindrance at the strength of the President or the Governor to decide the tenure of a civil servant through workout of pleasure, as additionally the strength of the government on whom the strength to impose penalty of elimination, dismissal and discount in rank is probably conferred through the regulation made beneathneath Article 309. None of the 3 foremost consequences special withinside the clause might be imposed through any authority which includes the President or the Governor besides giving an affordable possibility in opposition to the imposition of this sort of penalty. The public hobby and protection of India is given greater significance than the employee's right to being heard. The standards of herbal justice need to conform, develop and be tailor-made to serve the general public hobby and reply to the needs of growing and developing society. These cannot, therefore, be inflexible and their software must be bendy taking into account all elements of the case. By and large, those standards require that someone ought to be heard earlier than a choice is taken. However, beneathneath sure circumstances, it can now no longer be viable to pay attention to the character earlier than identifying his case. This is because of the truth that herbal justice ought to now no longer produce unnatural results. So conviction on crook cases, the safety of the State are identified as exceptions to the precept of herbal justice. On many occasions, the civil carrier litigations had been occasioned because of the effect of defective enquiries.

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